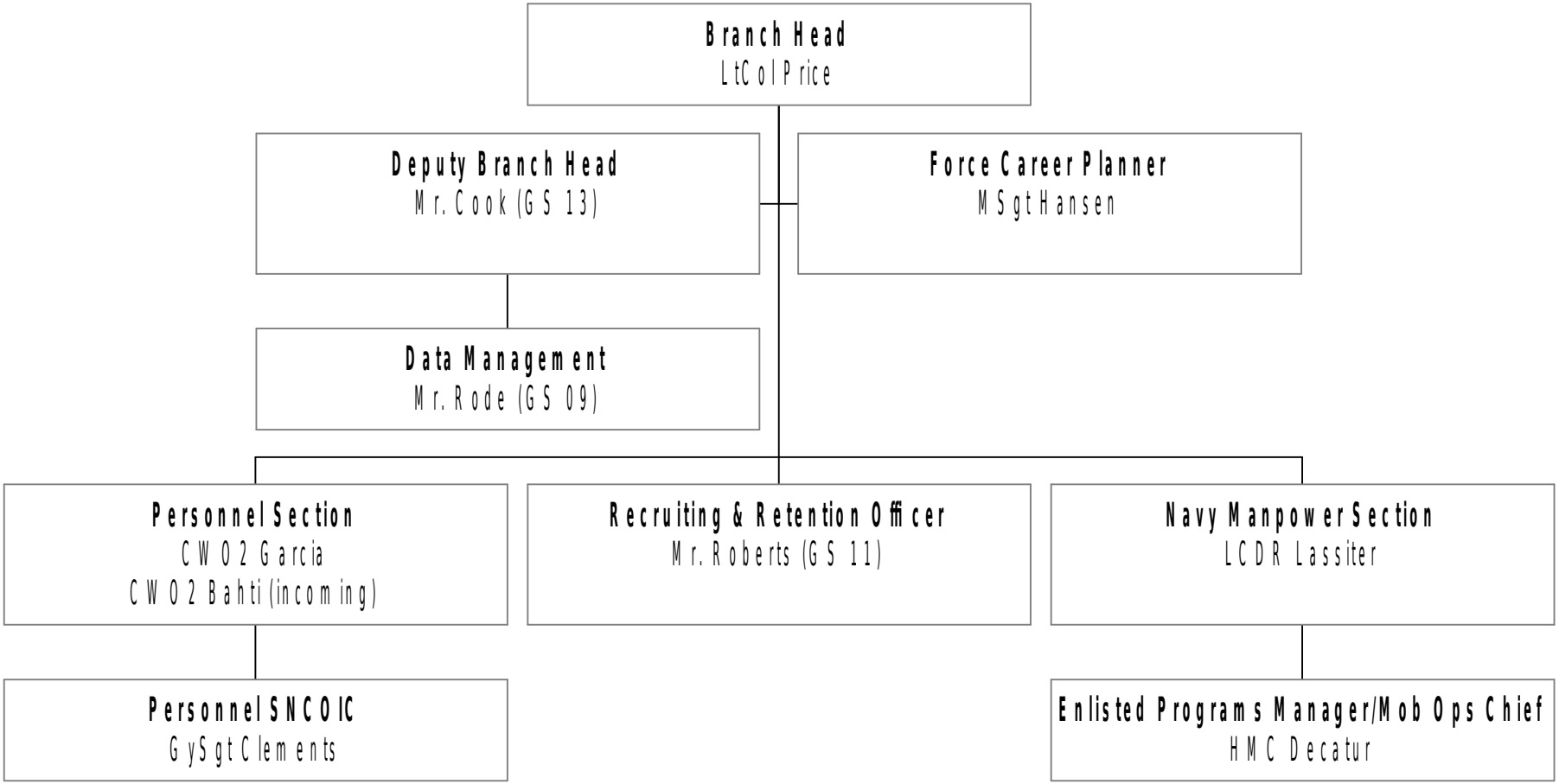
G-1 Manpower Branch

LtCol Jon Price
Branch Head

Manpower Branch



Agenda

- Mission of MFR Manpower
- SMCR Staffing Sources
- Managing Your Manpower
- Reviewing the Recruiting Plan
- Tour Lengths
- Alignment Plans and Execution
- IDT Travel Reimbursement
- IST, IUT, and IRR transfers
- Officer Programs

Mission is Personnel Readiness thru Recruiting, Retention, & Alignment

P-Readiness

	O/H to ASR		Grade / MOS	
	O/H	%ASR	%of Structure	
MFR	30,307 (-252 of ASR)	99.2%	82.4%	3.7% in FY15
4th DIV	15,416 (-81 of ASR)	99%	83.8%	3.2% in FY15
4th MAW	4,600 (+69 of ASR)	102%	80.2%	2.6% in FY15
4th MLG	6,911 (-42 of ASR)	99%	82.2%	6.0% in FY15
FHG	3,380 (-198 of ASR)	94%	79.8%	5.4% in FY15

Top Career Planners

Category	MSC	Marine	Unit	Pts
Small	FHG	Sgt Archulete	1st CAG	34
Medium	MLG	SSgt Kaneshiro	6th ESB (AZ)	24
Large	DIV	Sgt Luis	3/14	33
X-Large	DIV	SSgt Christophe	4th AAV	50

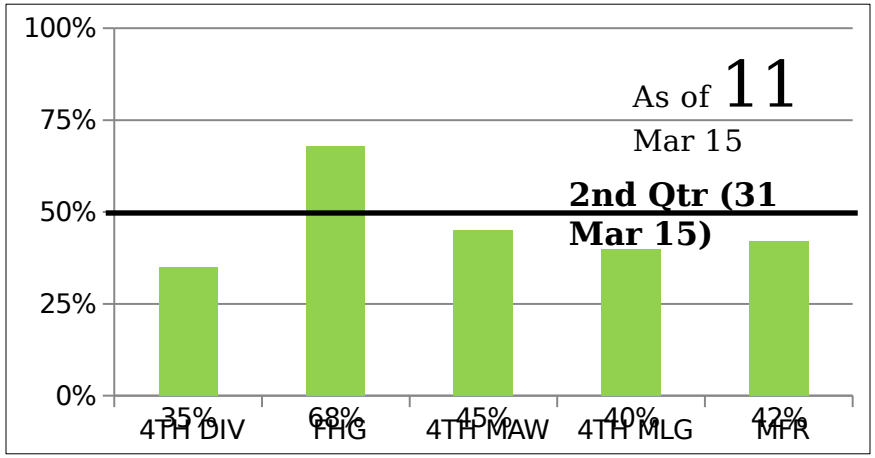
Top Collateral Duty Career Planners

MSC	Marine	Unit	Pts
4TH MLG	Sgt Fox	Bulk Fuel Co C	25
FHG	GySgt Dinh	6th ANGLICO	24
4TH MLG	Sgt Carter	Co B, 4th AAV	11
4TH MAW	SSgt Zavala	Det B, MWSS-471	3

MSC Retention Goals

MSC	60-pt Bonus	LATMOV	REEN	WO	Pts
4TH DIV	3/51	1/47	140/160	0/5	149/428
FHG	0/10	11/11	56/57	0/4	89/130
4TH MAW	1/12	1/11	53/57	0/3	58/129
4TH MLG	2/22	11/35	68/76	0/7	105/260
MARFORRES	6/95	24/104	317/350	0/19	401/947

MSC Retention Status



SMCR Staffing Sources

SMCR Warrant Officers

Non-Prior Service Recruiting

Prior Service Recruiting

HQMC / MFR De-conflict using BIC Management

Direct Accession (DAP)

Inter-Unit Transfer (IUT)

Reserve Officer Commissioning Program (ROCP)

MARFORRES Manages Manpower "by the BIC"

- Provides understanding of the inventory and requirements
  - SMCR Marines do not PCS, they Inter-unit Transfer (IUT)
  - Fundamental tool in recruiting, retention, and alignment
- BIC Assignment Policy released by RA annually
  - Provides acceptable grade/MOS substitutions
  - Determines BIC-fill priority
- Marines must be in proper BIC to receive incentives, retrain, and receive IDT Travel reimbursement
- Continuous process --- Marines join, promote, re-train, separate, transfer etc. every day

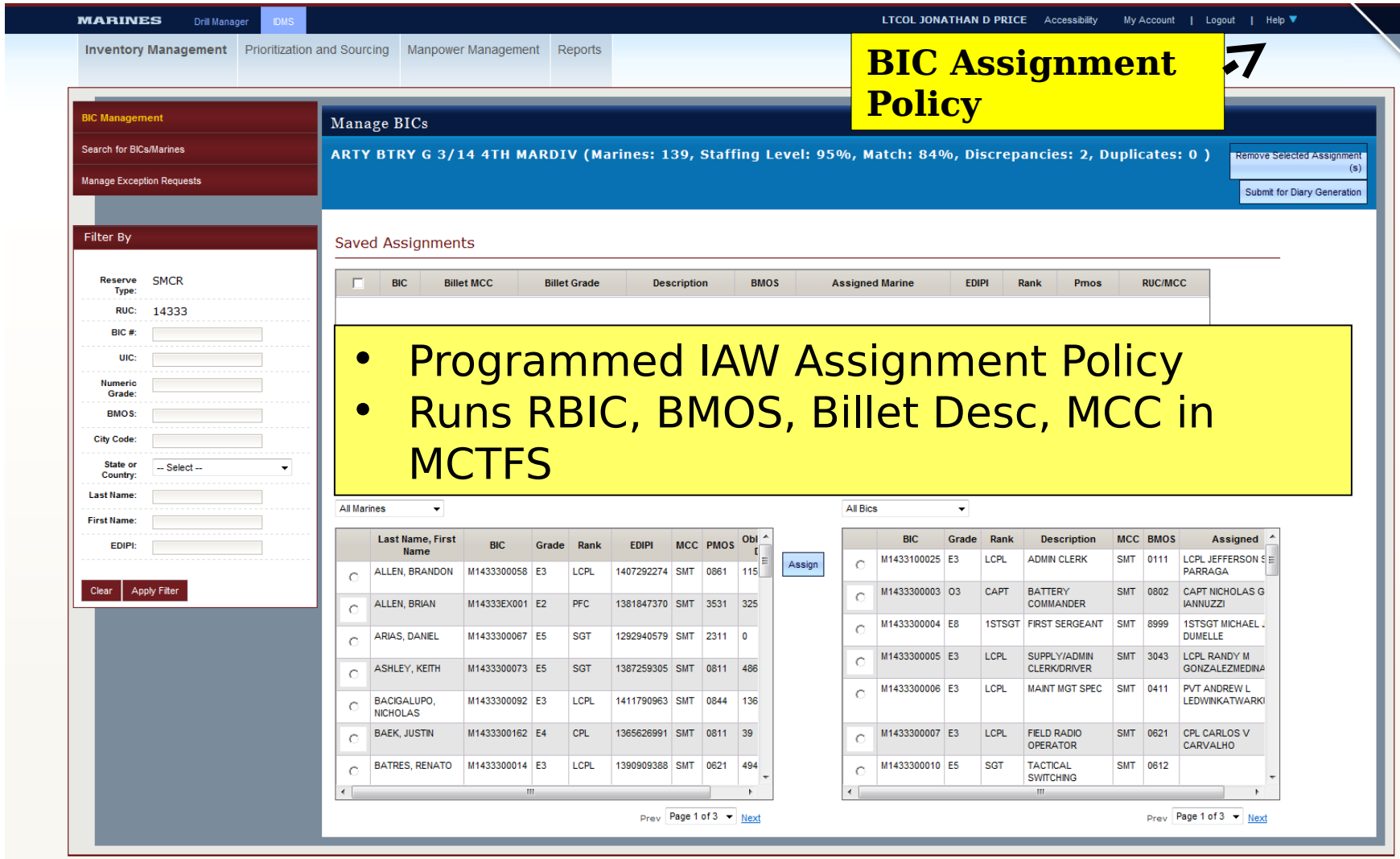
Marines are recruited, retrain, align, and IUT to open BICs

BIC Assignment Guide

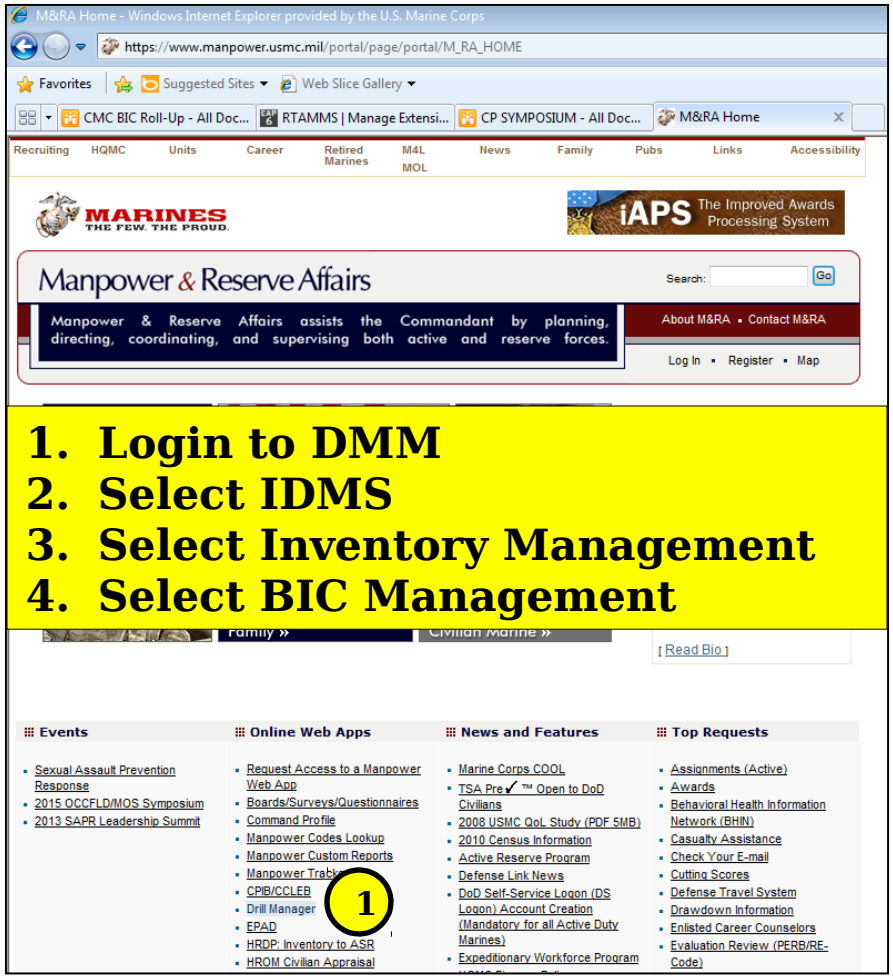
- One Marine per BIC
- PMOS = BMOS or PMOS + AMOS = BMOS
- Grade Match (+/- 1)
  - E1 in E3 or O1 in O3 authorized
  - 75xx O2-O3 can be filled by 75xx O5
  - O6 can fill O6/O7
  - 8999 BICs and Personnel managed by SgtMaj, RA
- Excess BIC Indicators (EBI)
  - EBI = M + UIC + EBI (i.e., M14011EX001)
  - Defined in annual RA BIC assignment Policy

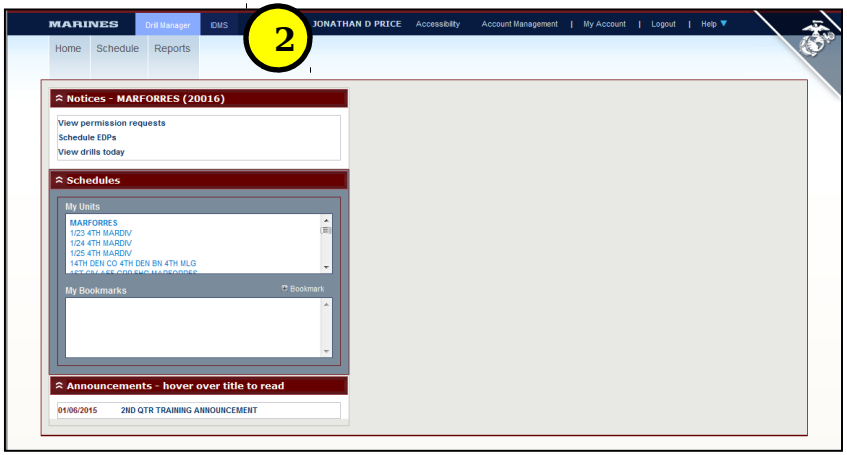
Obligor	OAP/Non-obligor	OAP*
EX001 MOS & grade match	EX004 MOS & grade match	EX014 MOS & grade match, FY14 MDSD
EX002 MOS match/grade mismatch	EX005 MOS match/grade mismatch	EX015 MOS & grade match, FY15 MDSD
EX003 MOS mismatch	EX006 MOS mismatch	
EX007 Pending admin SEP (MCEAS)	EX007 Pending admin SEP (MCEAS)	
EX008 Pending IUT, legal, medical	EX009 Pending IUT, legal, medical	
*Obligor Alignment Plan, BICs authorized one-year extension as excess		

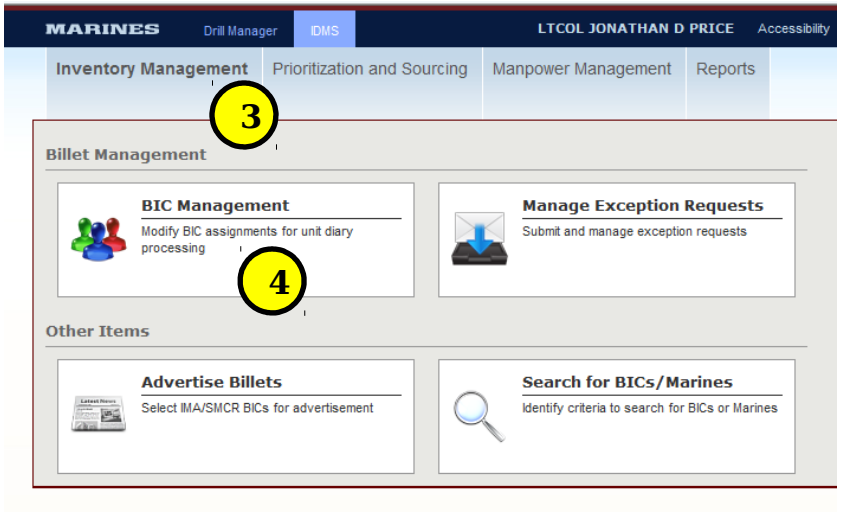
Reserve BICs are reported using IDMS



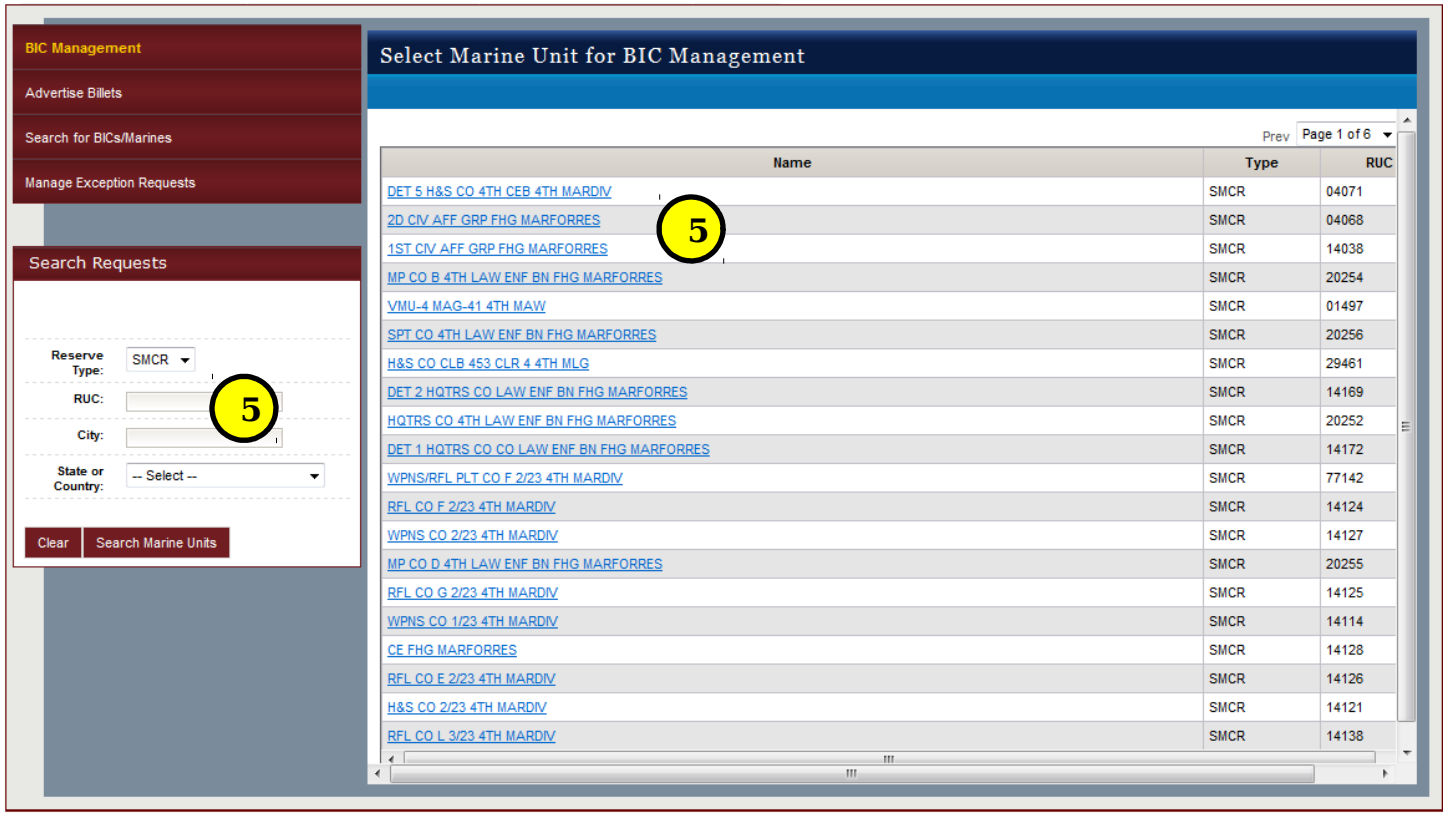
Accessing IDMS





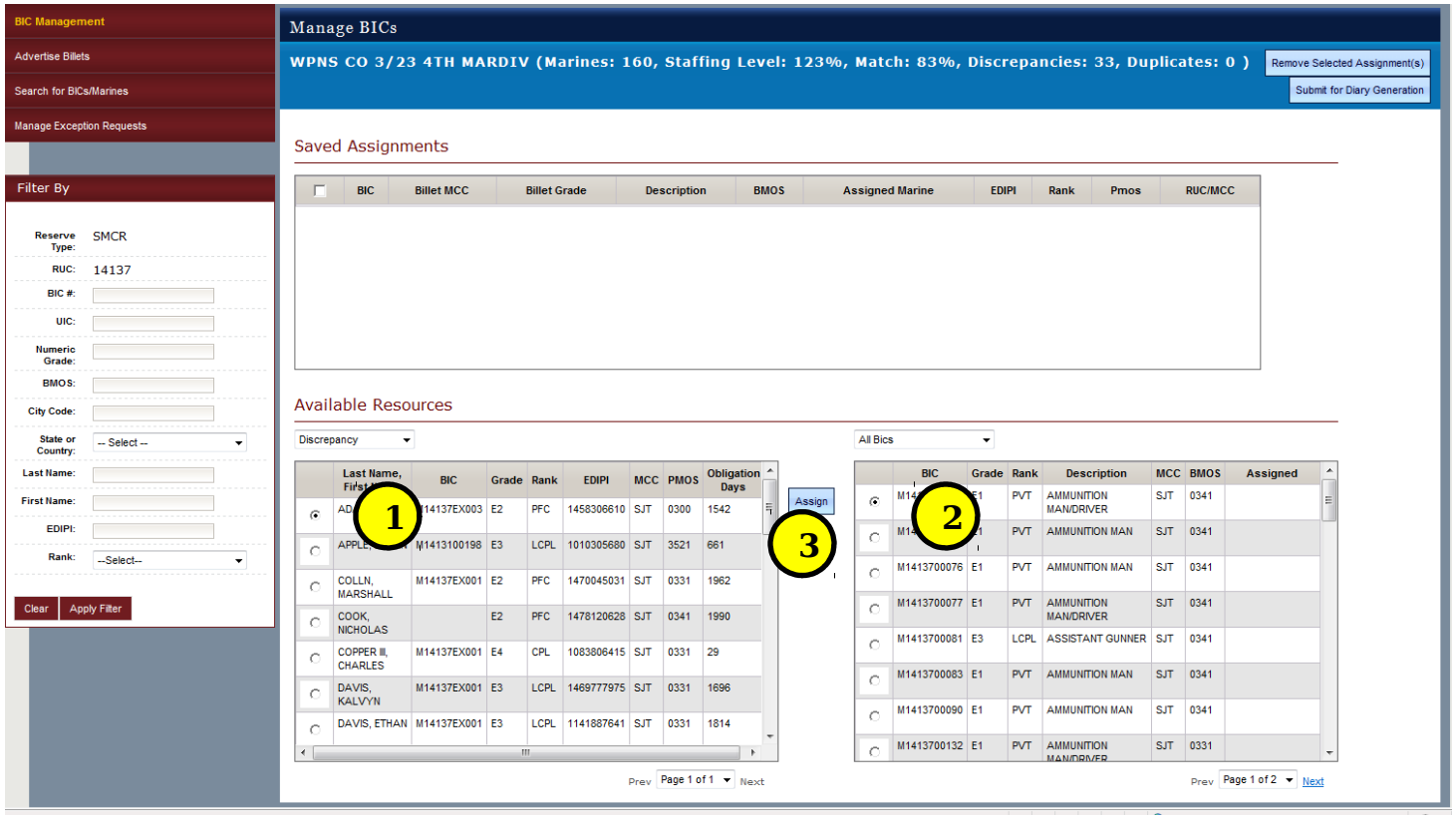


Accessing IDMS


BIC Management
Advertise Billets
Search for BICs/Marines
Manage Exception Requests
Search Requests
Reserve Type:
SMCR
RUC:
City:
State or Country:
-- Select --
Clear
Search Marine Units
5
Select Marine Unit for BIC Management
Prev
Page 1 of 6
Name
Type
RUC
DET 5 H&S CO 4TH CEB 4TH MARDIV SMCR 04071
2D CIV AFF GRP FHG MARFORRES SMCR 04068
1ST CIV AFF GRP FHG MARFORRES SMCR 14038
MP CO B 4TH LAW ENF BN FHG MARFORRES SMCR 20254
VMU-4 MAG-41 4TH MAW SMCR 01497
SPT CO 4TH LAW ENF BN FHG MARFORRES SMCR 20256
H&S CO CLB 453 CLR 4 4TH MLG SMCR 29461
DET 2 HQTRS CO LAW ENF BN FHG MARFORRES SMCR 14169
HQTRS CO 4TH LAW ENF BN FHG MARFORRES SMCR 20252
DET 1 HQTRS CO CO LAW ENF BN FHG MARFORRES SMCR 14172
WPNS/RFL PLT CO F 2/23 4TH MARDIV SMCR 77142
RFL CO F 2/23 4TH MARDIV SMCR 14124
WPNS CO 2/23 4TH MARDIV SMCR 14127
MP CO D 4TH LAW ENF BN FHG MARFORRES SMCR 20255
RFL CO G 2/23 4TH MARDIV SMCR 14125
WPNS CO 1/23 4TH MARDIV SMCR 14114
CE FHG MARFORRES SMCR 14128
RFL CO E 2/23 4TH MARDIV SMCR 14126
H&S CO 2/23 4TH MARDIV SMCR 14121
RFL CO L 3/23 4TH MARDIV SMCR 14138

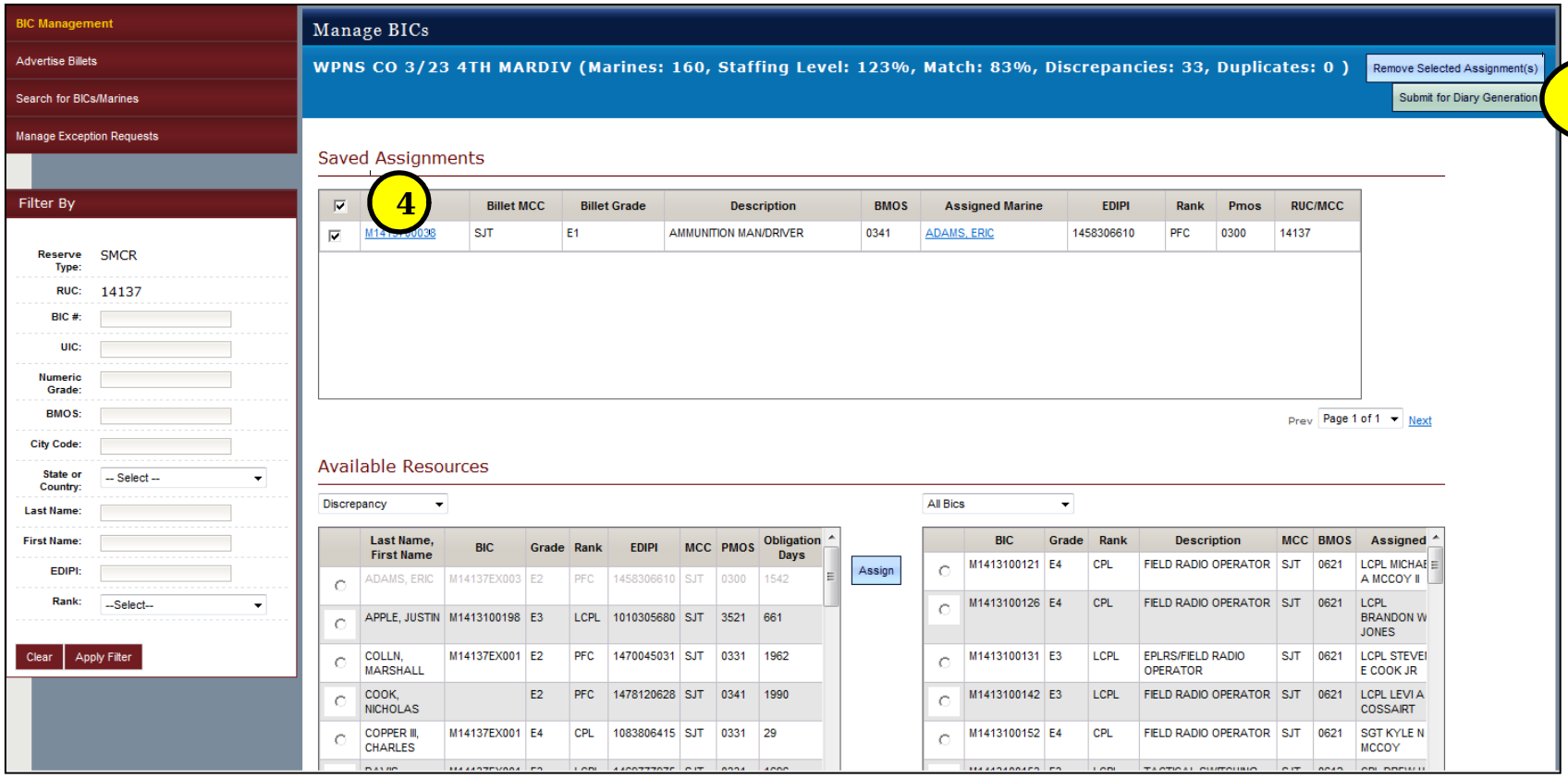
5. Select RUC. This option will not be available if you do not have permissions as the Unit Manpower Manager as required by COMMARFORRES AMHS MSG DTG 9/12/2014 10:06:00 PM

Assigning BICs



1. **Select a Marine**
2. **Select a BIC**
3. **Click Assign**

Assigning BICs

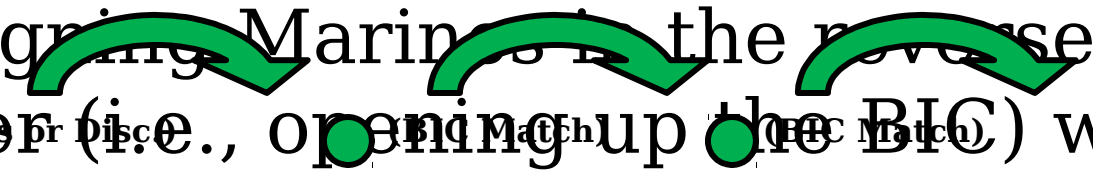


4. Select Saved Assignments

5. Click Submit for Diary Generation (export) prior to 0350 EST (1600 EST for next MCTFS cycle). IDMS will update BIC, BMOS, Billet Description, BMOS 24 hours after MCTFS

BIC Swap Assignment Procedures

1. Double Stack the Marine in the desired BIC.
2. Assign the incumbent Marine to a new BIC or Excess BIC Indicator (EBI).
3. If the assignment causes another “double stack”, then continue with assignments until no double stacks remain.
4. Assigning Marines in the reverse order (i.e., opening up the BIC) will result in a system error.



Scenario

1. MALS-49 desires to move SSgt Gianascoli to a currently filled BIC as a match.
2. MALS-49 intends to transfer Sgt Naglak to the IRR.

Current Assignments		Intended Assignments
SSgt Gianascoli M01197EX004	→	E5 6492 PME Tech M0119700292
Sgt Wilcox M0119700292	→	E4 6492 PME Tech M0119700293
Sgt Naglak M0119700293	→	EBI EX009 M01197EX009

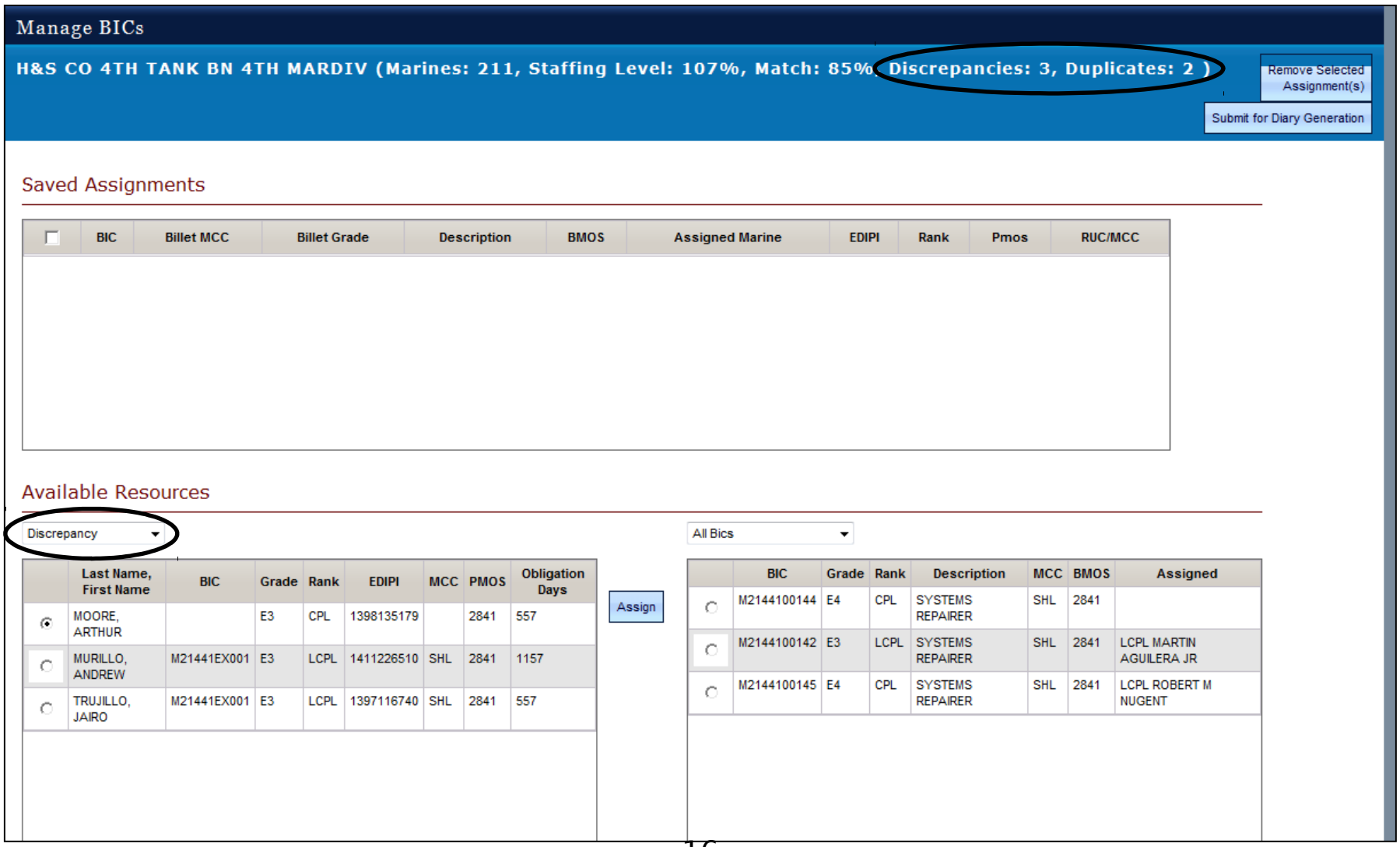
Discrepancies

- MARFORRES Policy is 3 or less discrepancies
  - 85% reduction in discrepancies since Oct 14
  - 881 discrepancies remain. 72% of UICs in compliance
  - 24% of discrepancies are from the 10 worst units
  - An excess Marine that can fill a BIC is a discrepancy!

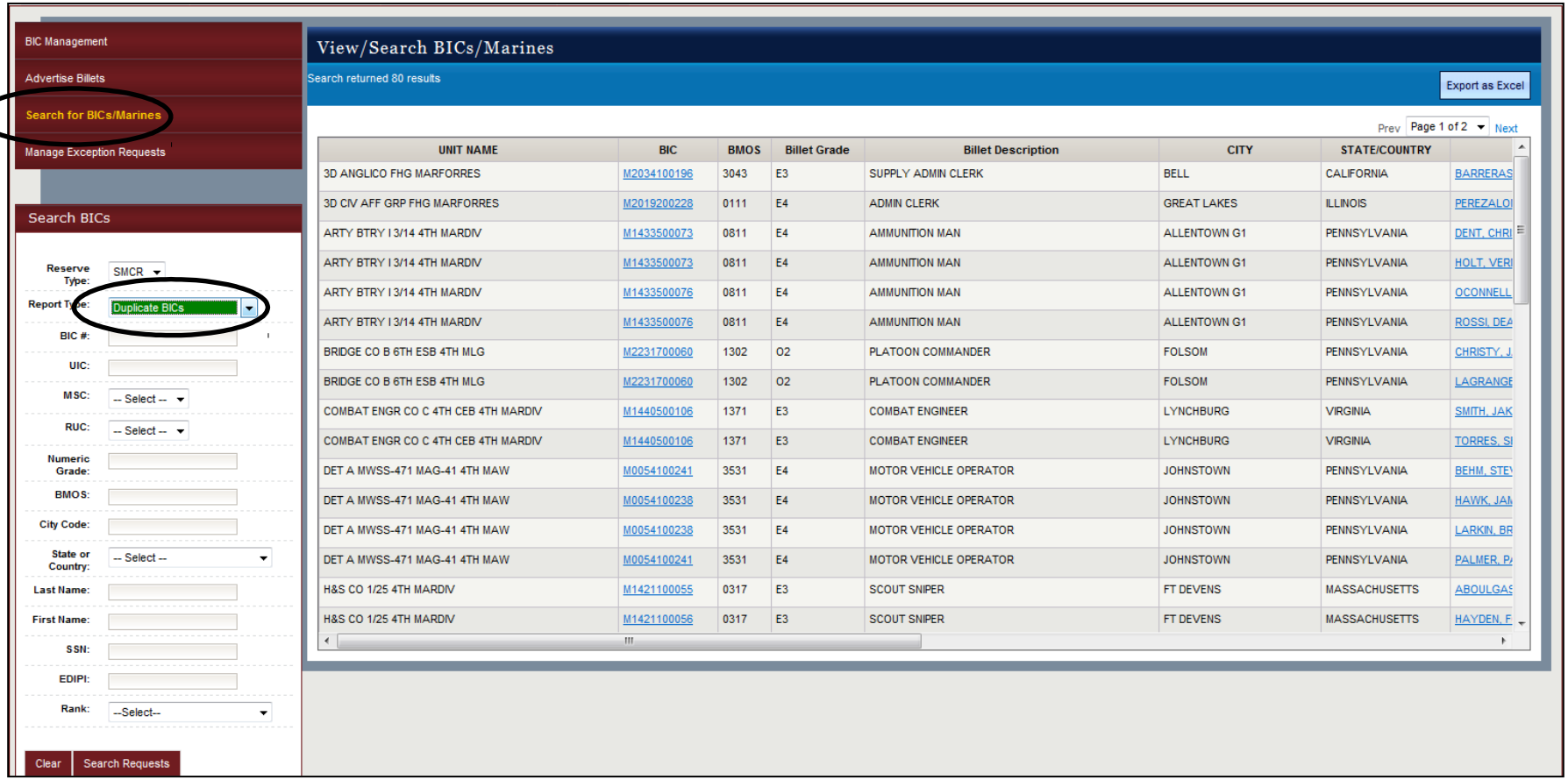
UIC	STATE	CITY CD	MSC	ORG NAME	MATCH	EXCESS	ONHAND	DISCREPANCIES
M14171	ILLINOIS	CHICAGO	DIV	H&S CO 2/24 4TH MARDIV	152	28	219	39
M29447	PUERTO RICO	FT BUCHANAN	MLG	DET 1 LNDG SPT CO CLR 45 4TH MLG	37	10	77	30
M21630	FLORIDA	W PALM BEACH	FHG	4TH ANGLICO FHG MARFORRES	187	47	263	29
M00541	MINNESOTA	MINNEAPOLIS	MAW	MWSS-471 MAG-41 4TH MAW	202	50	275	23
M22429	ARIZONA	PHOENIX	MLG	BULK FUEL CO C 6TH ESB 4TH MLG	263	32	315	20
M14673	GEORGIA	SMYRNA	MLG	PERS RET & PROC CO CLR 45 4TH MLG	103	25	145	17
M29463	CALIFORNIA	SAN JOSE	MLG	SUP CO CLB 453 CLR 4 4TH MLG	88	4	109	17
M29454	FLORIDA	ORLANDO	MLG	MT CO CLB 451 CLR 45 4TH MLG	248	28	289	13
M14211	MASSACHUSETTS	FT DEVENS	DIV	H&S CO 1/25 4TH MARDIV	135	19	167	13
M01778	LOUISIANA	BELLE CHASSE	MAW	DET A HMLA-773 MAG-49 4TH MAW	53	19	85	13

Best Practice. Be proactive - review IDMS for 5 min Tue/Thur

Identifying & Fixing Discrepancies

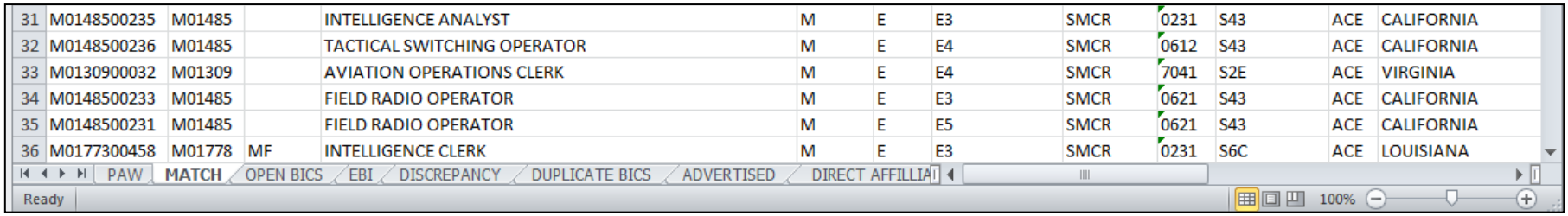


Identifying Duplicates



UNIT NAME	BIC	BMOS	Billet Grade	Billet Description	CITY	STATE/COUNTRY	
3D ANGLICO FHG MARFORRES	M2034100196	3043	E3	SUPPLY ADMIN CLERK	BELL	CALIFORNIA	BARRERAS
3D CIV AFF GRP FHG MARFORRES	M2019200228	0111	E4	ADMIN CLERK	GREAT LAKES	ILLINOIS	PEREZALO
ARTY BTRY I 3/14 4TH MARDIV	M1433500073	0811	E4	AMMUNITION MAN	ALLENTOWN G1	PENNSYLVANIA	DENT, CHRI
ARTY BTRY I 3/14 4TH MARDIV	M1433500073	0811	E4	AMMUNITION MAN	ALLENTOWN G1	PENNSYLVANIA	HOLT, VERI
ARTY BTRY I 3/14 4TH MARDIV	M1433500076	0811	E4	AMMUNITION MAN	ALLENTOWN G1	PENNSYLVANIA	OCONNELL
ARTY BTRY I 3/14 4TH MARDIV	M1433500076	0811	E4	AMMUNITION MAN	ALLENTOWN G1	PENNSYLVANIA	ROSSI, DEA
BRIDGE CO B 6TH ESB 4TH MLG	M2231700060	1302	O2	PLATOON COMMANDER	FOLSOM	PENNSYLVANIA	CHRISTY, J
BRIDGE CO B 6TH ESB 4TH MLG	M2231700060	1302	O2	PLATOON COMMANDER	FOLSOM	PENNSYLVANIA	LAGRANGE
COMBAT ENGR CO C 4TH CEB 4TH MARDIV	M1440500106	1371	E3	COMBAT ENGINEER	LYNCHBURG	VIRGINIA	SMITH, JAK
COMBAT ENGR CO C 4TH CEB 4TH MARDIV	M1440500106	1371	E3	COMBAT ENGINEER	LYNCHBURG	VIRGINIA	TORRES, SI
DET A MWSS-471 MAG-41 4TH MAW	M0054100241	3531	E4	MOTOR VEHICLE OPERATOR	JOHNSTOWN	PENNSYLVANIA	BEHM, STE
DET A MWSS-471 MAG-41 4TH MAW	M0054100238	3531	E4	MOTOR VEHICLE OPERATOR	JOHNSTOWN	PENNSYLVANIA	HAWK, JAM
DET A MWSS-471 MAG-41 4TH MAW	M0054100238	3531	E4	MOTOR VEHICLE OPERATOR	JOHNSTOWN	PENNSYLVANIA	LARKIN, BR
DET A MWSS-471 MAG-41 4TH MAW	M0054100241	3531	E4	MOTOR VEHICLE OPERATOR	JOHNSTOWN	PENNSYLVANIA	PALMER, PA
H&S CO 1/25 4TH MARDIV	M1421100055	0317	E3	SCOUT SNIPER	FT DEVENS	MASSACHUSETTS	ABOULGAS
H&S CO 1/25 4TH MARDIV	M1421100056	0317	E3	SCOUT SNIPER	FT DEVENS	MASSACHUSETTS	HAYDEN, F

Downloading Staffing Baseline Repor



31	M0148500235	M01485		INTELLIGENCE ANALYST	M	E	E3	SMCR	0231	S43	ACE	CALIFORNIA
32	M0148500236	M01485		TACTICAL SWITCHING OPERATOR	M	E	E4	SMCR	0612	S43	ACE	CALIFORNIA
33	M0130900032	M01309		AVIATION OPERATIONS CLERK	M	E	E4	SMCR	7041	S2E	ACE	VIRGINIA
34	M0148500233	M01485		FIELD RADIO OPERATOR	M	E	E3	SMCR	0621	S43	ACE	CALIFORNIA
35	M0148500231	M01485		FIELD RADIO OPERATOR	M	E	E5	SMCR	0621	S43	ACE	CALIFORNIA
36	M0177300458	M01778	MF	INTELLIGENCE CLERK	M	E	E3	SMCR	0231	S6C	ACE	LOUISIANA

PAW | MATCH | OPEN BICS | EBI | DISCREPANCY | DUPLICATE BICS | ADVERTISED | DIRECT AFFILLIA

Ready 100%

- Includes Matches, Open, EBI, Discrepancies, Duplicates
- Future Use: Advertised, DAP, Rejection of Accession, etc.

The BIC Report is the IDMS export of BICs & Personnel

Sample BIC Extract

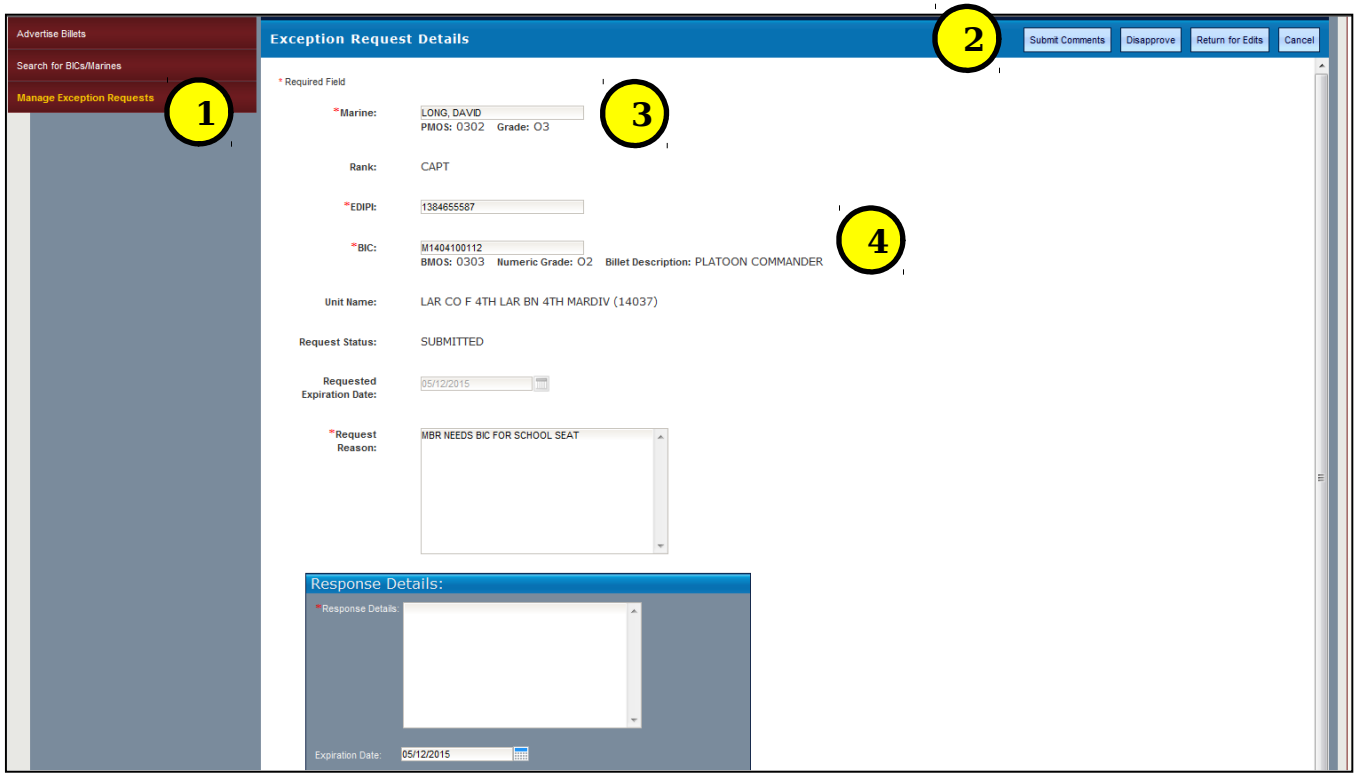
LNAME	EDIPI	PRESGRD	PMOS	BIC	BILLET_DESCRIPTION	BMOS	N_GRADE	RESRUC	ORG_NAME	GENDER	INCENTI	REMARK
MCFADDEN	1402690956	E3	0811	M1433300164	ASSISTANT GUNNER	0811	E4	14333	ARTY BTRY G 3/14	X		MATCH
OBOT	1398050254	E4	0811	M1433300165	CANNONEER	0811	E3	14333	ARTY BTRY G 3/14	X		MATCH
GRECO	1403163607	E3	0811	M1433300167	CANNONEER	0811	E1	14333	ARTY BTRY G 3/14	X		MATCH
HARTMANN	1402840435	E3	0811	M1433300168	CANNONEER	0811	E1	14333	ARTY BTRY G 3/14	X		MATCH
LOPEZ	1385436234	E3	0811	M1433300169	CANNONEER	0811	E1	14333	ARTY BTRY G 3/14	X		MATCH
MOSCA	1456944554	E3	3531	M1433300170	MOTOR VEHICLE OPERATOR	3531	E3	14333	ARTY BTRY G 3/14	X		MATCH
CASTRO	1408878850	E3	0111	MS203500033	PERSONNEL CLERK	0111	E3	14333	ARTY BTRY G 3/14	X		MATCH
RYAN	1017396966	E7	3537	M14333EX009				14333	ARTY BTRY G 3/14			EXCESS BIC
LASCARROR	1469636905	E2	0111	M14333EX001				14333	ARTY BTRY G 3/14			EXCESS BIC
				M1433300010	TACTICAL SWITCHING OPER	0612	E5	14333	ARTY BTRY G 3/14	X	X	OPEN BIC
				M1433300026	MOTOR TRANSPORTATION (	3537	E7	14333	ARTY BTRY G 3/14	X		OPEN BIC

- Weekly report by RA, posted on MFR-G1 (MPWR) portal
- Used for recruiting (MCRC), mission planning (RA), IUTs (MFR G1), incentives/retraining (RCT), retention (CP), IDT travel (MFR G1), etc.
- Includes an inbound roster (IADT, DAP, IUTs)
- Contact GySgt Clements for access

Exceptions

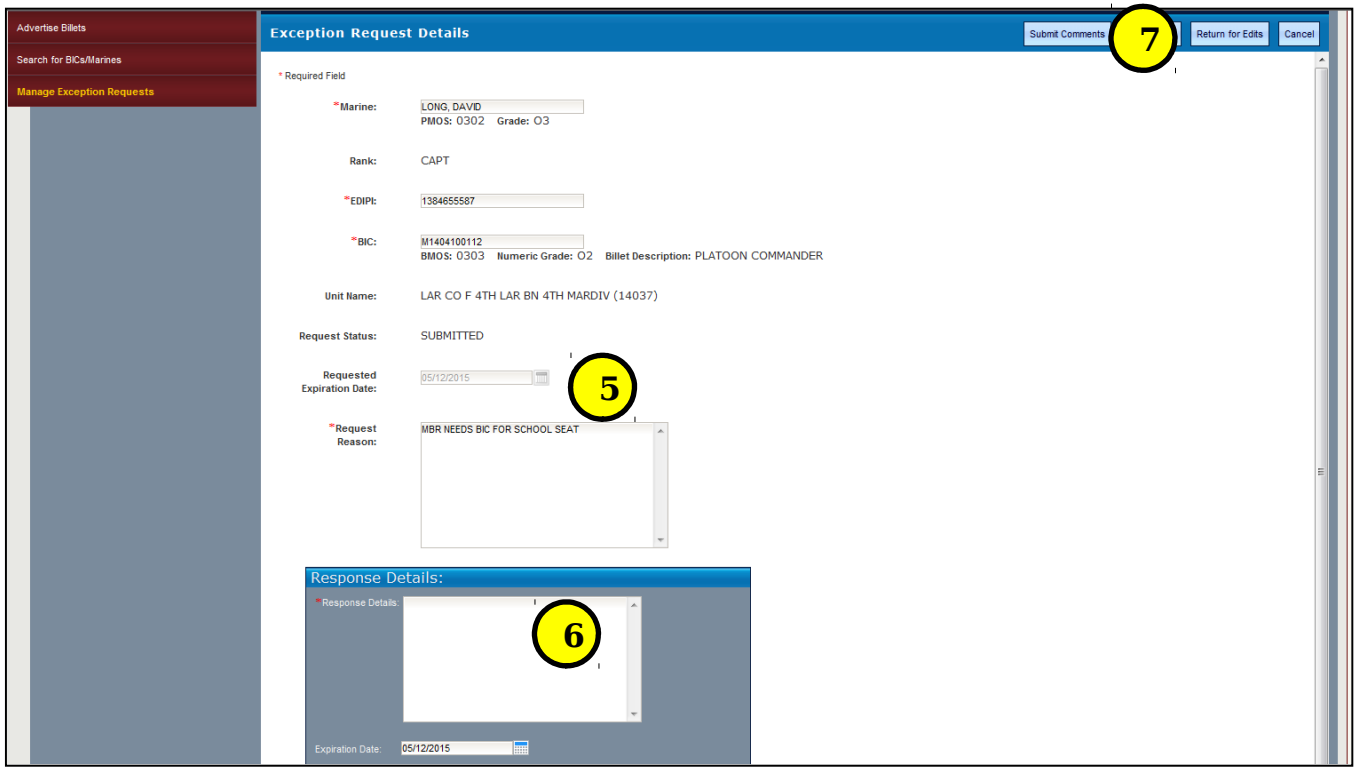
- Assigns a square peg to a round hole
  - Main criteria is qualifications
  - Will halt PSR, DAP, & IUT recruiting efforts
  - E8 & above require CMC approval
- Examples
  - Retrains/LATMOVs (qualified in future)
  - Select grades & PFCs when no other manpower available
  - +/- 1 grade with career progression MOS (E7 0491 previously E6 0431)
- Approval is temporary in nature
  - Expires when Marine is reassigned or surpasses approved date

Submitting Exceptions



1. **Select "Manage Exception Requests" in "Inventory Management"**
2. **Create new request**
3. **Enter name & select from drop down menu (rank, grade, PMOS must auto-populate.)**
4. **Enter BIC & select from drop down menu (BMOS, Grade, Desc must auto-populate.)**

Submitting Exceptions

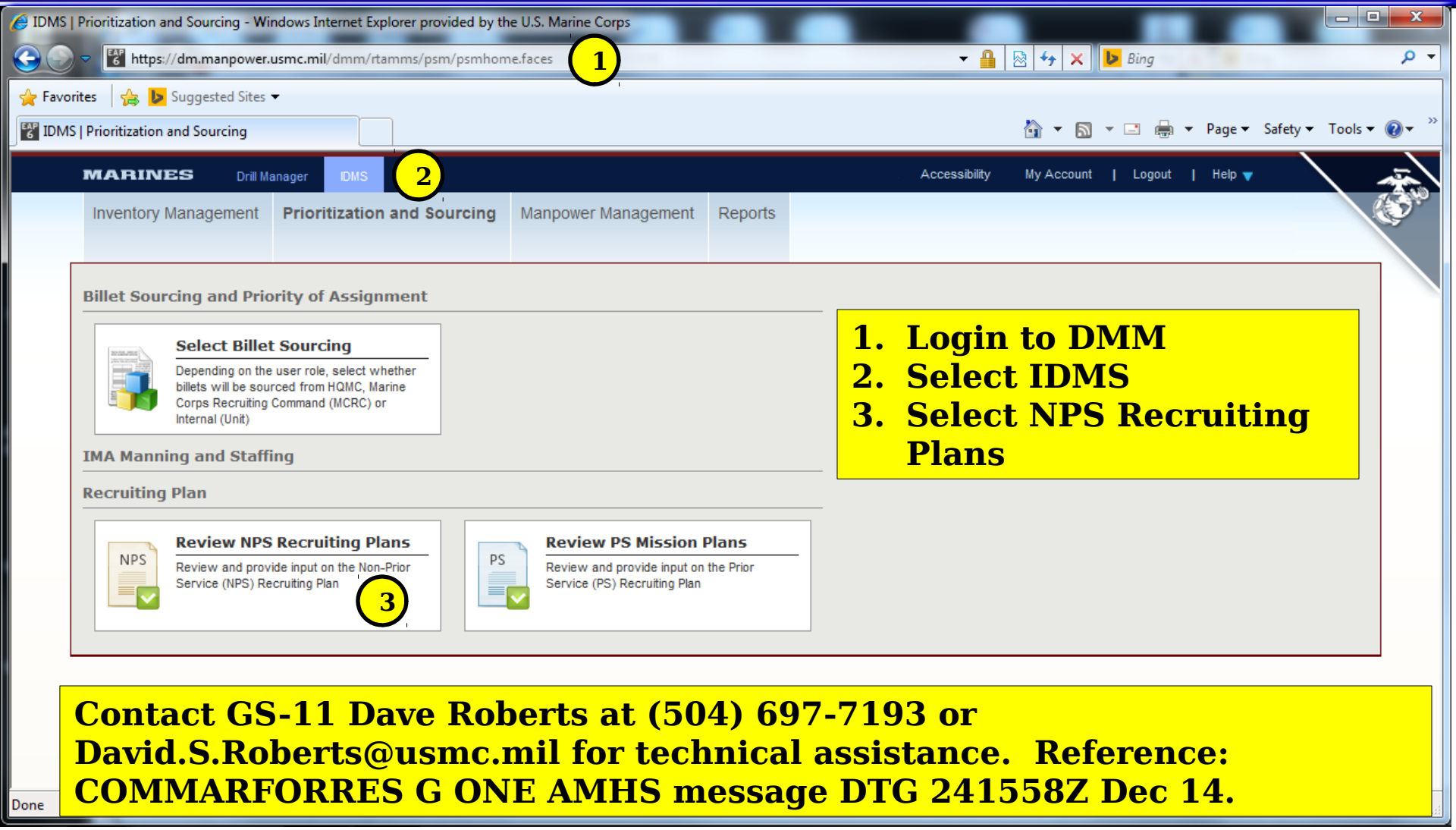


5. **Select expiration date (60 days LATMOV, school grade date + 30 days for NMOS or Career Progression MOS). Non-retraining requests should be 90 days – 3 yrs.**
6. **Enter justification (include TFRS tracking number).**
7. **Submit. If no response within 2 days, then something is wrong (i.e., pending RELM SNCOIC review is most common)**

BIC Management Best Practices

- Avoid blackouts – manage BICs on Tue, Thur, Sat/Sun
- Be proactive – run future losses as EBI EX009 and assign excess to the BIC in advance of transfer
- Place Sergeants in E5 BICs when possible, E6 BICs when necessary, and E4 BICs as a last resort
- Submit exceptions for retraining upon TFRS submission
- Know the intentions of your Marines

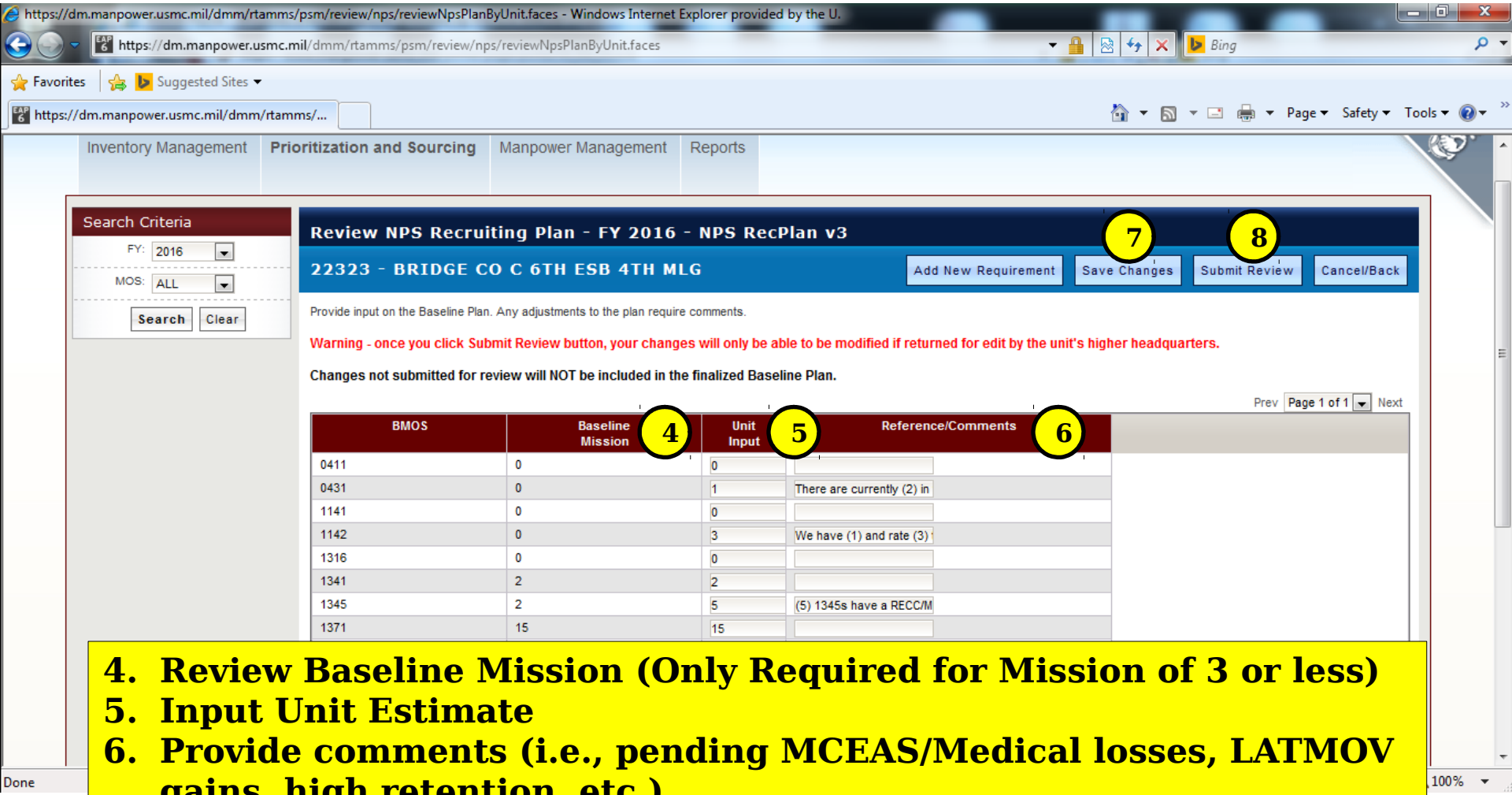
IDMS FY17 NPS RECPLAN Review Instructions (Oct – Dec 2015)



1. **Login to DMM**
2. **Select IDMS**
3. **Select NPS Recruiting Plans**

Contact GS-11 Dave Roberts at (504) 697-7193 or David.S.Roberts@usmc.mil for technical assistance. Reference: COMMARFORRES G ONE AMHS message DTG 241558Z Dec 14.

NPS RECPLAN Review



4. **Review Baseline Mission (Only Required for Mission of 3 or less)**
5. **Input Unit Estimate**
6. **Provide comments (i.e., pending MCEAS/Medical losses, LATMOV gains, high retention, etc.)**
7. **Save Changes**
8. **Submit for Review. If edits are req'd after submission, call GS-11**

NPS RECPLAN Review

Search Criteria

FY: 2016

RUC: 04055

Search Clear

Review NPS Recruiting Plan - FY 2016 - NPS RecPlan v3

04055 - MAINT CO CLB 453 CLR 4 4TH MLG

Cancel/Back

Provide input on the Baseline Plan. Any adjustments to the plan require comments.

Warning - once you click Submit Review button, your changes will only be able to be modified if returned for edit by the unit's higher headquarters.

Changes not submitted for review will NOT be included in the finalized Baseline Plan.

Prev Page 1 of 1 Next

BMOS	9 Baseline Mission	Unit Input	Unit Comments	MFR Input	Reference/Comments 8
0411	1	1	zero on alpha roster	1	PER RRRTF
1142	5	11	2 staying on alpha roster	5	PER RRRTF
1161	1	1	3 staying on alpha roster	1	Concur
1171	2	7	zero on alpha roster	2	Concur
1316	3	2	4 staying on alpha roster	3	PER RRRTF
1341	14	21	17 staying on alpha roster	13	Concur
1345	0	0	2 staying on alpha roster	0	Concur
2111	2	0	14 staying on alpha roster	2	PER RRRTF
2131	3	3	6 staying on alpha roster	3	Concur
2161	3	3	3 staying on alpha roster	3	PER RRRTF
2171	3	3	10 staying on alpha roster	3	Concur
3043	0	0	4 staying on alpha roster	0	Concur
3051	1	1	2 staying on alpha roster	1	PER RRRTF
Total Requirements	**38**	**53**		**37**	

REVIEW HISTORY

DATE	ACTION	SUBMITTED BY	UNIT NAME	COMMENTS
2015-01-13 12:49:06.464	SUBMIT_REVIEW	COSSON SSGT MELISSA S	MAINT CO CLB 453 CLR 4 4TH MLG	Number are based off TFSMS and IDMS BIC Report. Admin Chief c
2015-01-15 12:45:49.675	RETURN	ROBERTS MSGT DAVID S	MAINT CO CLB 453 CLR 4 4TH MLG	update the unit recommendations with the inbound data and resub
2015-01-15 13:04:03.238	SUBMIT_REVIEW	COSSON SSGT MELISSA S	MAINT CO CLB 453 CLR 4 4TH MLG	Per email I subtracted inbound Marines from Unit Input numbers. Pl

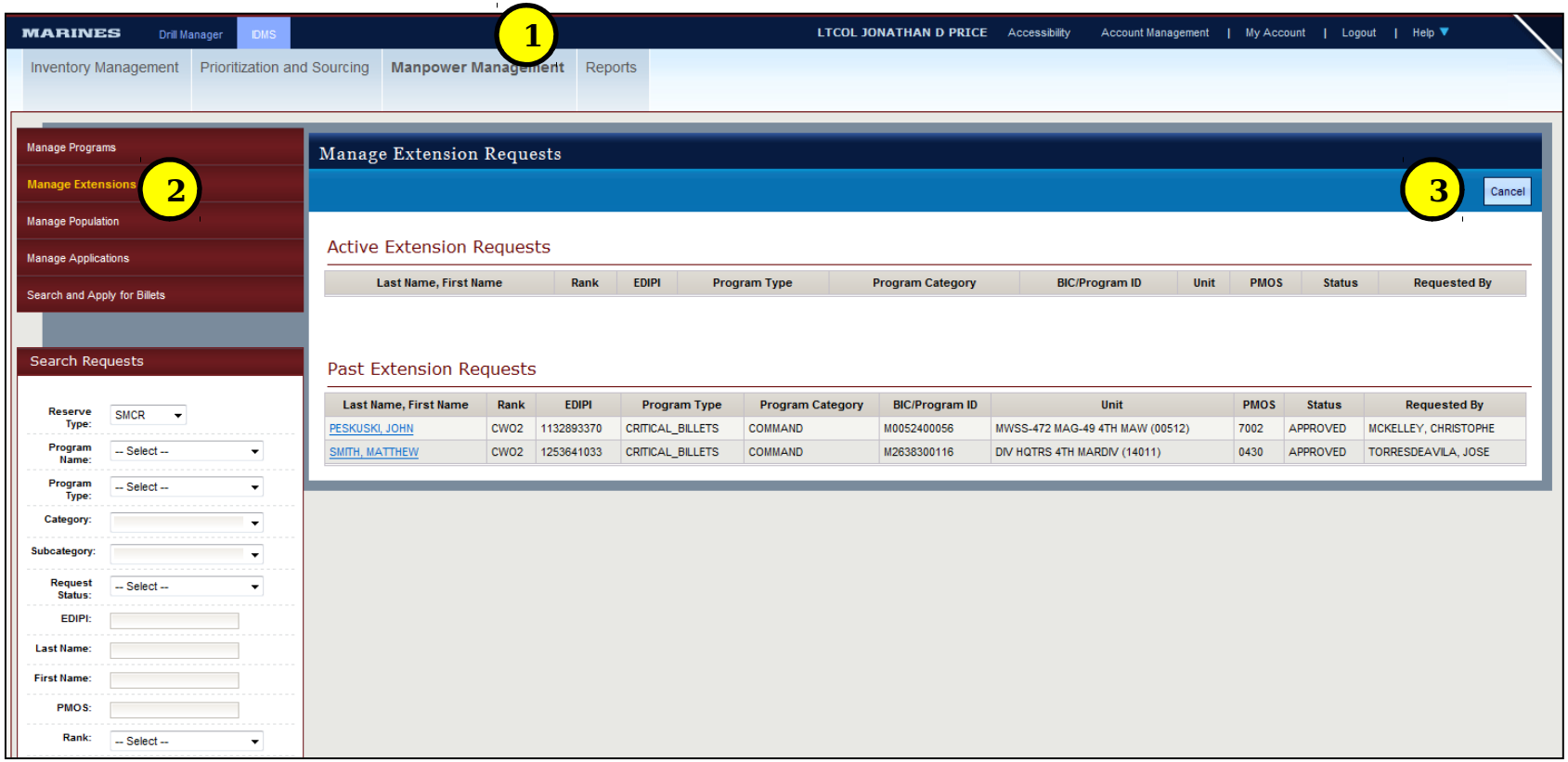
8. **MARFORRES G1 Reviews during RRRTF and provides recommendations/comments**
9. **HQMC (RAP) adjusts baseline and finalizes the mission**
10. **MCRC initiates QSN recruiting effective 1 Mar 16**
11. **Marine reports to unit between 1 Feb 17 – 1 Aug 18**

Tour Lengths

- Enlisted
  - No “set” tour length
  - Obligors have priority
  - Enlisted must transfer when they are +1 for BIC grade and a replacement exists
  - E8/E9 cannot serve in -1 grade BIC (not currently monitored by MARFORRES)
- Officers
  - Standard tour is 3 years (see staffing baseline or MMOB screen)
  - 1 yr extensions require agreement by Marine/unit & MARFORRES
  - Extensions beyond 5 years not authorized (except pilots)

RBIC	MARINE GRADE	PMOS	FAMOS	SAMOS	MDSDEND	RESECC	MSAFDATE	MSATDATE	IN TOUR	MONTHS REMAINING
M0576400056	O3	7532	0000	0000	06/30/2016		05/31/2013	06/30/2016	22	15
M0576400055	O4	7532	7562	0000	06/30/2016		06/30/2013	06/30/2016	21	15
M0576400058	O4	7532	7577		06/30/2016		07/31/2013	07/31/2016	20	16
M0576400057	O4	7532	0000	0000	02/29/2016		02/28/2013	02/29/2016	25	11

Officer Tour Length Extensions



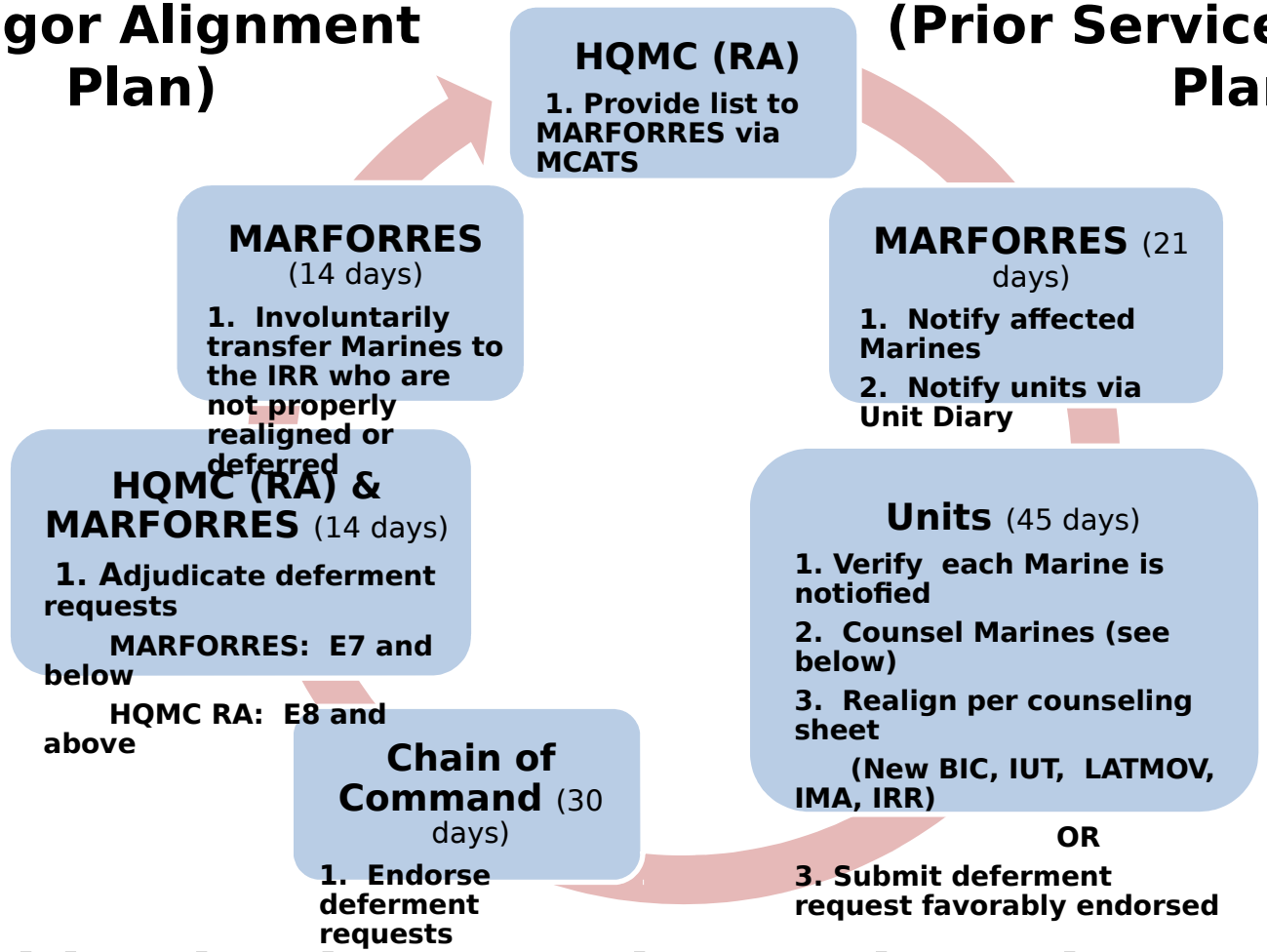
1. **Select Manpower Management Module**
2. **Select Manage Extensions**
3. **Create Extension Request**
4. **Input New Mobilization Special Assignment To Date and Submit**

UNCLASSIFIED//FOUO

Realignment Cycles Occur 3 times/yr (PSAP) and annually (OAP)

OAP (Obligor Alignment Plan)

PSAP (3/yr) (Prior Service Alignment Plan)


HQMC (RA)
1. Provide list to MARFORRES via MCATS
MARFORRES (21 days)
1. Notify affected Marines
2. Notify units via Unit Diary
Units (45 days)
1. Verify each Marine is notiofied
2. Counsel Marines (see below)
3. Realign per counseling sheet
(New BIC, IUT, LATMOV, IMA, IRR)
OR
3. Submit deferment request favorably endorsed
Chain of Command (30 days)
1. Endorse deferment requests
HQMC (RA) & MARFORRES (14 days)
1. Adjudicate deferment requests
MARFORRES: E7 and below
HQMC RA: E8 and above
MARFORRES (14 days)
1. Involuntarily transfer Marines to the IRR who are not properly realigned or deferred

Objective is to realign and retain Marines

Inactive Duty Training Travel Reimbursement

- Reimbursement of ACTUAL expenses incurred during travel to/from IDT
  - Force shaping initiative
  - Max $300/round trip, 11 trips/FY (22 for some aviators)

- Eligibility includes E6-E9, W1-W5, O1-O4, and Battalion/Squadron Commanders, traveling over 150 miles to drill in a BIC match
  - Includes some E4/E5 in HDLD MOS (0211, 0321, etc.) or FSRG
  - Excludes MAG/Regt or higher for officers
  - MFR G-1 (MPWR) provides monthly eligibility roster to Finance Officers

- Payment via a DTS local voucher
  - Unit DTS Approving Official responsible for approving local voucher and ensuring claim does not exceed $300

Inter-Unit Transfer (IUT)

- MFR G-1 Manpower validates all IUT requests.
  - Avoids BIC “collisions”.
  - Feeds the PS and NPS recruiting plans.
  - Supports the re-alignment plan.
- IUT requests are submitted to Manpower Organizational Mailbox: mfr_manpower@usmc.mil

Ref:
MARADMIN 170/13
COMMARFORRES G1 051702Z Apr 13
COMMARFORRES G1 111851Z Apr 13 (updated checklists)

Inter-Service Transfer (IST)

- **Obligor Marines**
  - Unit CO / I-I not authorized to sign DD 368 for IST
  - COMMARFORRES is approval authority
  - Officer and Medical Programs, and Active Component requests most likely to receive favorable endorsement
  - Secondary effects: up to 2 year lead time for recruiting replacement
- **Non-obligor Marines**
  - MSC CG may sign DD 368 for IST

Transfer to IRR

The IRR consists of all Marines in the Ready Reserve not affiliated with the SelRes who:

- Have not completed their Mandatory Service Obligation (MSO); or
- Have completed their MSO and are in the Ready Reserve by voluntary agreement; or
- Have not completed their MSO (are mandatory participants or obligors), but are transferred to the IRR, based on COMMARFORRES authority.

COMMARFORRES views the IRR as a valuable manpower source of trained, experienced Marines.

DO NOT TRANSFER PROBLEMS TO THE IRR!

Transfer to IRR

- Examples of permitted transfer of obligors to the IRR (COMMARFORRES Approval required):
  - Excessive commuting distance (more than 100 miles or 3 hours drive)
  - Foreign travel/residency in excess of 60 days.
  - Religious Missionary obligation
- Unit Commanders and MFR Manpower must track these Marines to ensure they re-affiliate with SMCR unit to serve remainder of contractual time.
- Marines are in RUC 88814 maintained by MFR Manpower.
- Marine may have to re-enlist / extend IOT complete drilling obligation.
- Involuntary transfer of Non-obligors also require CMFR approval.

MCO P1001R.1K Marine Corps Reserve Administrative Management Manual (MCRAMM)

Transfer to IRR

Obligors

- Unit CO / I-I not authorized to transfer Obligor Marines to the IRR.
- COMMARFORRES is approval authority.
- If approved, the unit must monitor very closely the Marine's Mandatory Drill Participation (MDP) Stop Date.

Example: Last drill is 4 August. MDSD is 21 August.

- ✓ *Do not transfer to IRR on 5 August.*
- ✓ *Transfer after 21 August but before 1 September or Marine will incur SGLI debt.*
- Marine will likely lose enlistment incentives such as MGIB and TRS.

SMCR Officer Programs

Reserve Officer Commissioning Program

- OCS 10-week Officer Candidate Course
- TBS 6-months with Active Duty peers
- MOS school Full Course with Active Duty peers

- Following MOS school Lieutenants report to their assigned SMCR unit
- Warrant Officers also attend TBS (4 mos) and MOS school
- 2ndLts and WOs are Obligors and have been assigned to your SMCR unit by HQMC. <u>You must take them</u>!
- Ground Focus: Not Aviation, Not Lawyers, Not Billet Designator (8006 / 8007)

Other Good Manpower Management Gouge

- All PMOS changes (except 3381 & career progression) require CMC approval. Accepting/archiving TFRS approval required.
- Retraining limit is 12 months. One reschedule may be authorized by CMC (RCT) via TFRS.
- Units must submit completed IIADT (split-I) command letter and training request form via TFRS
  - Marines are non-deployable until MCT/MOS complete
  - Failure to complete training requires Admin Sep processing
  - See MARADMIN 677/14 for additional details
- 2P E5/SNCOs must transfer to IRR NLT 1 Nov
  - Non-punitive action, Marines will not have incentives recouped
- Take immediate action if you receive a “DFR” History Statement
  - This is a pre-cursor to MARFORRES transferring the Marine to the IRR

Points Of Contact

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Questions